

BANCO DAVIVIENDA S.A.

DIVERSITY AND INCLUSION POLICY

1. INTRODUCTION

Banco Davivienda believes that it is important for its teams to reflect the diversity inherent to Colombian society. Diversity fosters empathy and innovation, and it delivers value to the Bank, positively impacting its results.

Embracing diversity is a key component of our human talent management process and we reinforce this commitment by enforcing a policy across the companies that are part of the group.

We embrace diversity as a comprehensive value that includes cultural diversity, gender diversity, sexual orientation diversity, generational diversity, diversity of skill sets, among others.

2. COMMITMENTS

We are committed to the protection of human rights and applicable laws on Diversity and Inclusion. We are an equal opportunity employer and we reject all kinds of discrimination, treating everyone with justice and impartiality across our organization, without prejudices against race, nationality, ethnic origin, religion, gender, sexual orientation, civil status, age, or disabilities.

3. DIVERSITY ON THE BOARD OF DIRECTORS

Banco Davivienda S.A. ensures that proposals for appointment or re-election of directors by shareholders are based on a prior analysis of the needs of the Board of Directors of the entity, with the objective of aiming for a diversity of knowledge, professional and personal skills (experience, gender, race and nationality), in order to enrich the debates, promote analysis and raise different points of view for decision-making.

4. EFFECTIVE DATE

This Policy shall be effective upon approval by the Board of Directors of Banco Davivienda S.A.